

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

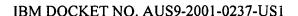
As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

System and Method for Personnel Management Collaboration

the specification of which (check one)	
X is attached hereto.	
was filed on	
as Application Serial No.	(if annlinghla)
and was amended on	(if applicable).
I hereby state that I have reviewed and un	nderstand the contents of the above identified
	nended by any amendment referred to above.
application in accordance with Title 37, continuation-in-part applications, materia	mation which is material to the patentability of this Code of Federal Regulations, §1.56, including for all information which became available between the e national or PCT international filing date of the
§ 365(b) of any foreign application(s) for or § 365(a) of any PCT international app the United States of America, listed belo- application for patent inventor's or plant	nder Title 35, United States Code, §119(a)-(d) or (f), or r patent, inventor's or plant breeder's rights certificate(s), lication which designated at least one country other than w and have also identified below, any foreign breeder's rights certificate(s) or any PCT international at of the application on which priority is claimed.
Prior Foreign Application(s):	Priority Claimed Certified Copy Attached
(Number) (Country)	YesNoYesNo
application(s) listed below and, insofar a	, United States Code, §120 of any United States s the subject matter of each of the claims of this United States application in the manner provided by the



first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information material to the patentability of this application as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial #)	(Filing Date)	(Status)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

John W. Henderson, Jr., Reg. No. 26,907; James H. Barksdale, Jr., Reg. No. 24,091; Thomas E. Tyson, Reg. No. 28,543; Robert M. Carwell, Reg. No. 28,499; Jeffrey S. LaBaw, Reg. No. 31,633; Douglas H. Lefeve, Reg. No. 26,193; Casimer K. Salys, Reg. No. 28,900; David A. Mims, Jr., Reg. No. 32,708; Volel Emile, Reg. No. 39,969; Leslie A. Van Leeuwen, Reg. No. 42,196; Christopher A. Hughes, Reg. No. 26,914; Stanley B. Green, Reg. No. 24,351; John E. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; Marilyn S. Dawkins, Reg. No. 31,140; Cynthia S. Byrd, Reg. No. 39,365; Joseph T. Van Leeuwen, Reg. No. 44,383.

Send correspondence to:

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INVENTOR'S SIGNATURE: Nichaelles ep l'alleur DATE: 6/20/01

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POST OFFICE ADDRESS: 2213 Macaw Drive	

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DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

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System and Method for Personnel Management Collaboration

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X is attache	i hereto.			
was filed o				
as Applica	ntion Serial No mended on		(if applicable).	
			ontents of the above amendment referred	
application in accontinuation-in-pa	ordance with Title art applications, ma prior application ar	37, Code of Federa aterial information v	material to the pater I Regulations, §1.56, which became availa CT international filin	including for ble between the
§ 365(b) of any for § 365(a) of any the United States application for pa	oreign application(s) PCT international of America, listed tent inventor's or p	s) for patent, inventors I application which of below and have also plant breeder's right		s rights certificate(s), ne country other than ny foreign v PCT international
Prior Foreign A	oplication(s):	,	Priority Claimed	Certified Copy Attached
(Number)	(Country)	MM/DD/YYYY	YesNo	Yes No
application(s) list	ed below and, inso	far as the subject ma	Code, §120 of any U atter of each of the cl plication in the manr	aims of this
Atty Ref. No. IBM-103	ı	Page 1		



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INVENTOR'S SIGNATURE: _

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